



# Application form - Pact for Skills

Fields marked with \* are mandatory.

## Introduction

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The Pact for Skills is a shared engagement and approach to skills development. It is firmly anchored in the principles of the [European Pillar of Social Rights](#) and supports the goals of the [Green Deal](#) and the [digital transformation](#), as set out in the Commission communication “[A strong Social Europe for Just Transitions](#)”.

The Pact aims to mobilise and incentivise private and public stakeholders to take concrete action for the **up skilling and reskilling of people of working age**, and, when relevant, pool efforts in the partnerships.

The Pact can be joint by any private or public organisation or partnership of organisations which aim to upskill or reskill people of working age.

The organisation(s) need(s) to be based in one of the Member States, EFTA or candidate countries.

### Would you like to:

- Sign the Pact for Skills charter and make a specific commitment **for your organisation**
- Register **a new partnership under the Pact as the coordinator**
- Subscribe to the **Pact newsletter** and to receive information on the Pact activities (*please note that members of the Pact and members of existing large scale and regional partnerships are automatically registered to the newsletter and other communication activities*)
- Learn how to modify an existing application and/or change your communication preferences
- Input a contact relevant to the Pact (limited to the Pact for Skills Support Services Team)

## Sign the Pact for Skills charter and make a commitment

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The pact can be joined by any private or public organisation or partnership of organisations based in one of the EU Member States, EFTA or candidate countries

Joining the Pact:

1. All stakeholders joining the Pact **sign up to the Charter** and its key principles, which they agree to respect and uphold.
2. Members of the Pact are invited to **translate their engagement into concrete commitments** on upskilling and reskilling. Commitments can be made in four main categories in line with the key principles of the Pact for Skills Charter and can be implemented through a number of different types of actions.
3. Commitments are monitored by at least one **key performance indicator**, e.g. number of people taking part in upskilling or reskilling.

## Information on your organisation

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### \* Is your organisation already a member of a:

- Large-scale Skills Partnership (LSP)
- Regional Skills Partnership
- Partnership already member of the Pact (not LSP or regional partnership)
- None of the above

### \* Your organisation/partnership name:

HOTREC

### \* What type of stakeholder does your organisation represent?

- Large employer (more than 250 employees)
- Employer's organisation (social partner)
- Research institution
- Micro, small or medium employer (up to 249 employees)
- Chamber of commerce, trade and crafts
- Non-governmental or civil society organisation
- Public authority (local, regional or national)
- Sectoral organisation
- Other
- Private or public employment services
- Training provider
- Trade union (social partner)
- Representative of an industrial cluster (member of a groups of specialised enterprises, often SMEs, and other related supporting actors in a location that cooperate closely)

### \* Is your organisation a representative or umbrella organisation (i.e., an association of institutions that formally work together)?

- Yes
- No

### \* Please indicate how many separate entities your organisation directly represents:

46

**\* Country/ies in which the organisation/partnership operates:**

Austria
Albania
Belgium
Bulgaria
Croatia
Cyprus
Czechia
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Iceland
Ireland
Italy
Latvia
Liechtenstein
Lithuania
Luxembourg
Malta
Montenegro
Netherlands
Norway
Poland
Portugal
Republic of North Macedonia
Romania
Serbia
Slovak Republic
Slovenia
Spain
Sweden
Turkey
Other

**If your organisation/partnership operates in selected European regions, please indicate here the relevant region(s):**

Albania - Veri

Albania - Qender

Albania - Jug

Austria - Ostösterreich

Austria - Südösterreich

Austria - Westösterreich

Belgium - Région de Bruxelles-Capitale/Brussels Hoofdstedelijk Gewest

Belgium - Vlaams Gewest

Belgium - Région wallonne

Bulgaria - Severozapaden

Bulgaria - Severen tsentralen

Bulgaria - Severoiztochen

Bulgaria - Yugoiztochen

Bulgaria - Yugozapaden

Bulgaria - Yuzhen tsentralen

Croatia - Panonska Hrvatska

Croatia - Jadranska Hrvatska

Croatia - Grad Zagreb

Croatia - Sjeverna Hrvatska

Czechia - Praha

Czechia - Střední Čechy

Czechia - Jihozápad

Czechia - Severozápad

Czechia - Severovýchod

Czechia - Jihovýchod

Czechia - Střední Morava

Czechia - Moravskoslezsko

Denmark - Hovedstaden

Denmark - Sjælland

Denmark - Syddanmark

Denmark - Midtjylland

Denmark - Nordjylland

Estonia - Põhja-Eesti

Estonia - Lääne-Eesti

Estonia - Lõuna-Eesti

Estonia - Kesk-Eesti

Estonia - Kirde-Eesti

Finland - Länsi-Suomi

Finland - Helsinki-Uusimaa

Finland - Etelä-Suomi

Finland - Pohjois- ja Itä-Suomi

Finland - Åland

France - Ile-de-France

France - Centre — Val de Loire

France - Bourgogne-Franche-Comté

France - Normandie

France - Hauts-de-France

France - Grand Est  
France - Pays de la Loire  
France - Bretagne  
France - Nouvelle-Aquitaine  
France - Occitanie  
France - Auvergne-Rhône-Alpes  
France - Provence-Alpes-Côte d'Azur  
France - Corse  
France - RUP FR — Régions Ultrapériphériques Françaises  
Germany - Baden-Württemberg  
Germany - Bayern  
Germany - Berlin  
Germany - Brandenburg  
Germany - Bremen  
Germany - Hamburg  
Germany - Hessen  
Germany - Mecklenburg-Vorpommern  
Germany - Niedersachsen  
Germany - Nordrhein-Westfalen  
Germany - Rheinland-Pfalz  
Germany - Saarland  
Germany - Sachsen  
Germany - Sachsen-Anhalt  
Germany - Schleswig-Holstein  
Germany - Thüringen  
Greece - Attiki  
Greece - Voreio Aigaio  
Greece - Notio Aigaio  
Greece - Kriti  
Greece - Anatoliki Makedonia, Thraki  
Greece - Kentriki Makedonia  
Greece - Dytiki Makedonia  
Greece - Ipeiros  
Greece - Thessalia  
Greece - Ionia Nisia  
Greece - Dytiki Elláda  
Greece - Sterea Elláda  
Greece - Peloponnisos  
Hungary - Budapest  
Hungary - Pest  
Hungary - Közép-Dunántúl  
Hungary - Nyugat-Dunántúl  
Hungary - Dél-Dunántúl  
Hungary - Észak-Magyarország  
Hungary - Észak-Alföld  
Hungary - Dél-Alföld  
Iceland - Höfuðborgarsvæði

Iceland - Landsbyggð  
Ireland - Northern and Western  
Ireland - Southern  
Ireland - Eastern and Midland  
Italy - Piemonte  
Italy - Valle d'Aosta/Vallée d'Aoste  
Italy - Liguria  
Italy - Lombardia  
Italy - Abruzzo  
Italy - Molise  
Italy - Campania  
Italy - Puglia  
Italy - Basilicata

Italy - Calabria

Italy - Sicilia

Italy - Sardegna

Italy - Provincia Autonoma di Bolzano/Bozen

Italy - Provincia Autonoma di Trento

Italy - Veneto

Italy - Friuli-Venezia Giulia

Italy - Emilia-Romagna

Italy - Toscana

Italy - Umbria

Italy - Marche

Italy - Lazio

Latvia - Kurzeme

Latvia - Latgale

Latvia - Rīga

Latvia - Pierīga

Latvia - Vidzeme

Latvia - Zemgale

Liechtenstein - Liechtenstein

Lithuania - Vilniaus apskritis

Lithuania - Alytaus apskritis

Lithuania - Kauno apskritis

Lithuania - Klaipėdos apskritis

Lithuania - Marijampolės apskritis

Lithuania - Panevėžio apskritis

Lithuania - Šiaulių apskritis

Lithuania - Tauragės apskritis

Luxembourg - Luxembourg

Malta - Gozo and Comino

Montenegro - Crna Gora

Netherlands - Groningen

Netherlands - Friesland (NL)

Netherlands - Drenthe

Netherlands - Overijssel

Netherlands - Gelderland  
Netherlands - Flevoland  
Netherlands - Utrecht  
Netherlands - Noord-Holland  
Netherlands - Zuid-Holland  
Netherlands - Zeeland  
Netherlands - Noord-Brabant  
Netherlands - Limburg (NL)

North Macedonia - North Macedonia

Norway - Innlandet  
Norway - Trøndelag  
Norway - Nordland  
Norway - Troms og Finnmark  
Norway - Oslo  
Norway - Viken  
Norway - Vestfold og Telemark  
Norway - Agder  
Norway - Rogaland  
Norway - Vestland  
Norway - Møre og Romsdal  
Norway - Jan Mayen  
Norway - Svalbard  
Poland - Makroregion południowy  
Poland - Makroregion północno-zachodni  
Poland - Makroregion południowo-zachodni  
Poland - Makroregion północny  
Poland - Makroregion centralny  
Poland - Makroregion wschodni  
Poland - Makroregion województwo mazowieckie

Portugal - Norte  
Portugal - Algarve  
Portugal - Centro (PT)  
Portugal - Área Metropolitana de Lisboa  
Portugal - Alentejo  
Portugal - Região Autónoma dos Açores  
Portugal - Região Autónoma da Madeira

Romania - Nord-Vest  
Romania - Centru  
Romania - Nord-Est  
Romania - Sud-Est  
Romania - Sud-Muntenia  
Romania - București-Ilfov  
Romania - Sud-Vest Oltenia  
Romania - Vest

Serbia - City of Belgrade  
Serbia - Autonomous Province of Vojvodina  
Serbia - Region Šumadije i Zapadne Srbije

Serbia - Region Južne i Istočne Srbije

Slovakia - Bratislavský kraj

Slovakia - Trnavský kraj

Slovakia - Trenčiansky kraj

Slovakia - Nitriansky kraj

Slovakia - Žilinský kraj

Slovakia - Banskobystrický kraj

Slovakia - Prešovský kraj

Slovakia - Košický kraj

Slovenia - Vzhodna Slovenija

Slovenia - Zahodna Slovenija

Spain - Galicia

Spain - Principado de Asturias

Spain - Cantabria

Spain - País Vasco

Spain - Comunidad Foral de Navarra

Spain - La Rioja

Spain - Aragón

Spain - Comunidad de Madrid

Spain - Castilla y León

Spain - Castilla-La Mancha

Spain - Extremadura

Spain - Cataluña

Spain - Comunitat Valenciana

Spain - Illes Balears

Spain - Andalucía

Spain - Región de Murcia

Spain - Ciudad de Ceuta

Spain - Ciudad de Melilla

Spain - Canarias

Sweden - Region Stockholm

Sweden - Region Uppsala

Sweden - Region Sörmland

Sweden - Region Östergötland

Sweden - Region Jönköpings län

Sweden - Region Kronoberg

Sweden - Region Kalmar län

Sweden - Region Gotland

Sweden - Region Blekinge

Sweden - Region Skåne

Sweden - Region Halland

Sweden - Västra Götalandsregionen

Sweden - Region Värmland

Sweden - Region Örebro län

Sweden - Region Västmanland

Sweden - Region Dalarna

Sweden - Region Gävleborg



Sweden - Region Västernorrland

Sweden - Region Jämtland Härjedalen

Sweden - Region Västerbotten Region Norrbotten

Switzerland - Région lémanique

Switzerland - Espace Mittelland

Switzerland - Nordwestschweiz

Switzerland - Zürich

Switzerland - Ostschweiz

Switzerland - Zentralschweiz

Switzerland - Ticino

Turkey - İstanbul

Turkey - Tekirdağ, Edirne, Kırklareli

Turkey - Balıkesir, Çanakkale

Turkey - İzmir

Turkey - Aydın, Denizli, Muğla

Turkey - Manisa, Afyonkarahisar, Kütahya, Uşak

Turkey - Bursa, Eskişehir, Bilecik

Turkey - Kocaeli, Sakarya, Düzce, Bolu, Yalova

Turkey - Ankara

Turkey - Konya, Karaman

Turkey - Antalya, Isparta, Burdur

Turkey - Adana, Mersin

Turkey - Hatay, Kahramanmaraş, Osmaniye

Turkey - Kırıkkale, Aksaray, Niğde, Nevşehir, Kırşehir

Turkey - Kayseri, Sivas, Yozgat

Turkey - Zonguldak, Karabük, Bartın

Turkey - Kastamonu, Çankırı, Sinop

Turkey - Samsun, Tokat, Çorum, Amasya

Turkey - Trabzon, Ordu, Giresun, Rize, Artvin, Gümüşhane

Turkey - Erzurum, Erzincan, Bayburt

Turkey - Ağrı, Kars, Iğdır, Ardahan

Turkey - Malatya, Elazığ, Bingöl, Tunceli

Turkey - Van, Muş, Bitlis, Hakkari

Turkey - Gaziantep, Adıyaman, Kilis

Turkey - Şanlıurfa, Diyarbakır

Turkey - Mardin, Batman, Şırnak, Siirt

**\* Please indicate in what ecosystem(s) your organisation/partnership operates:**

Aerospace and Defence

Energy-Intensive Industries

Proximity and Social Economy

Agri-Food

Health

Renewable Energy

Construction

Microelectronics

Retail

Creative and Cultural Industries

Mobility-Transport (includes automotive, shipbuilding)

Textiles

Digital

N/A

Tourism

**\* Give a short description of your organisation/partnership**

*1000 character(s) maximum*

The short description should explain what your organisation is and what it is doing/planning to do in terms of upskilling and/or reskilling in Europe)

HOTREC is the umbrella association of Hotels, Restaurants, Bars and Cafés and similar establishments in Europe, which brings together 46 National associations in 35 countries, and is the voice of European hospitality. HOTREC's mission is to represent and champion its interests towards the EU and international institutions, foster knowledge sharing and best practices among its members to further promote innovation, and act as a platform of expertise for the hospitality sector.

The Pact for Skills initiative from which HOTREC is part brings together businesses, EU umbrella organisations, social partners, vocational and education training providers, and regional/municipal authorities to speak with a unified voice in supporting specific commitments to reskilling and upskilling the European tourism workforce in an effort to meet the objectives of the twin green and digital transition and bolster the resilience of the tourism ecosystem in the medium to long-term.

**Website of the organisation/partnership:**

<https://www.hotrec.eu/about-us/>

**Logo of the organisation/partnership:**

The maximum file size is 1 MB.

The logo will be presented on the webpage together with the commitment.

**126cefbd-03e5-4849-961e-94e6c57d453d/HOTREC\_logo\_transparent\_smaller.gif**

## Contact information

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**\* Name of contact person(s):**

Marta Machado

**Title of contact person:**

Mrs.

**Role in the organisation/partnership of contact person:**

Deputy Director General

**\* Email to contact person:**

[marta.machado@hotrec.eu](mailto:marta.machado@hotrec.eu)

**Please note:** If other person(s) in your organisation wish to receive regular Pact for Skills updates of events, activities through the Pact for Skills Newsletter, they are encouraged to sign up on their own to this form, indicating that they 'Register to the Pact newsletter and to receive information on Pact activities' for the first question of this application form. This would allow us a better support for networking and outreach activities. When they do, they should indicate the registration number provided once your application has been approved.

## Large-scale, Regional Skills and other Partnerships

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**\* Please indicate the registration number of the partnership you are part of:**

You can ask the registration number to the partnership coordinator or check the online database of members to identify your partnership [here](#)

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**Please indicate the large-scale skills partnerships you are member/coordinator of:**

Please note that the skills partnerships for Retail, Health and the Energy Intensive Industries are still in preparation and have not been officially launched yet.

- Skills partnership for Aerospace and Defence
- Skills partnership for Construction
- Skills partnership for Microelectronics
- Skills partnership for Offshore Renewable Energy (ORE)
- Skills partnership for Shipbuilding and Maritime Technology
- Skills partnership for Textile, clothing, leather and footwear industries (TCLF)
- Skills partnership for the Agri-food Ecosystem
- Skills partnership for the Automotive Ecosystem (Automotive Skills Alliance)
- Skills partnership for the Cultural and Creative Industries (CCI) Ecosystem
- Skills partnership for the Digital Ecosystem
- Skills partnership for the Proximity & Social Economy ecosystem
- Skills partnership for the Tourism Ecosystem
- Skills partnership for Retail
- Skills partnership for Health
- Skills partnership for the Energy Intensive Industries
- Skills partnership for Long-Term Care

## Signing up to the Charter

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Please confirm your organisation/partnership subscribes to the [Charter of the Pact for Skills](#), understand and share the principles of quality upskilling and reskilling. Signature of the Charter does not constitute an endorsement of the signatory organisation and its activities by the European Commission.

## Commitment

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Pact for Skills seeks to mobilise and incentivise private and public stakeholders to **take concrete action** for the upskilling and reskilling of people of working age.

Below you can find an **example list of actions** that could be implemented under the Pact for Skills. However, organisations are free to define and implement their own commitments.

Example list of actions:

Main category of commitment	Type of action	Description of action	Target group of action	KPI
Building strong skills partnerships	Developing or joining a stakeholder network	Large employer developing a network for SMEs in tourism	SMEs, start-ups, individual entrepreneurs	Number of stakeholders joining the partnership/network
Promoting a culture of lifelong learning for all	Targeted upskilling and reskilling activities	Training provider offering short-term trainings for unemployed, young graduates, NEET, etc.	Young professionals	Number of people from target group (s) taking part in the activity
Monitoring skill supply/demand and anticipating skills needs	Identifying skills and training needs	Representative of an industrial cluster identifies future skills needs for the construction sector	Trade unions	Implemented/Not implemented
Working against discrimination and for gender equality and equal opportunities	Strengthening gender equality	Training provider offering mentoring to empower women to pursue careers in green entrepreneurship	Gender, racial or ethnic minorities	Number of people from target group (s) taking part in the activity

Non-exhaustive list of actions that could be implemented under the Pact for Skills.

[Non-exhaustive list of actions.pdf](#)

### Do you want to:

- Define concrete commitment(s) aiming to upskill or reskill people of working age *(Note: If you have more than 5 actions under your commitment, please contact us at [PactforSkillsMembers@ecorys.com](mailto:PactforSkillsMembers@ecorys.com))*
- Endorse the commitments of the skills partnership I'm member of *(Note: You can additionally define your own commitments below)*
- Wait to define any concrete action to implement and learn from the experience of other Pact members before defining my commitments *(Note: if ticking this option, you will be contacted in due time to assist you in defining your commitment)*

### In addition to endorsing the commitments of the skills partnership you are member of, would you like to do your own commitments?

- Yes
- No yet

## Networks

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### In order to create synergies and leverage participation to multiple networks, please specify whether you are part of any of networks at EU, national or international level:

Tourism Manifesto Alliance  
EAFA

### Are you a member of the European Alliance for Apprenticeships (EAfA)?

- Yes
- No
- Don't know/ not sure

## Privacy and Consent

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I agree to provide updates on activities related to this commitment in the regular annual survey on Pact for Skills.

By checking this box, I confirm that I give my consent to the European Commission to process my personal data for the purposes described in the [privacy statement](#) (that is, provision of information and facilitating the organisation of events, networking opportunities and the management of membership of the Pact and of the skills partnerships).

Privacy Statement

[Pact for Skills Privacy Statement-UPDATE-Jan 2023.pdf](#)

Members of the Pact are automatically registered to the newsletter and updates on the Pact activities. In order to be an active member of the Pact we recommend not to opt out from these communications.

Select to opt out from any communication from the Pact for Skills	<input type="checkbox"/>

Thank you

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## Please do not change information below

Status of the application

- Accepted
- Under revision
- Suspended
- Rejected

Reason for suspension/rejection

Registration number

Full member profile:

### Contact

[Contact Form](#)

